

To: Smith, Paula[Smith.Paula@epa.gov]
From: Mylott, Richard
Sent: Thur 8/21/2014 5:07:23 PM
Subject: FW: Questions about "inappropriate behavior" at EPA Region 8

Fyi. Sorry- should have noticed you weren't on here.

From: Johnson, Alisha
Sent: Thursday, August 21, 2014 10:00 AM
To: Kevin Bogardus
Cc: Purchia, Liz; Mylott, Richard
Subject: RE: Questions about "inappropriate behavior" at EPA Region 8

Kevin,

Per our chat, responses to your questions are below, along with a statement on this issue.

EPA's response to incidents that occurred months ago in our regional office in Denver focused on ensuring a safe work environment for our employees. We have taken deliberate steps to address these issues through communicating with managers and staff and updating security measures related to workplace and personnel matters.

Behavioral health and disturbing and destructive workplace actions are serious issues that large organizations periodically face. While EPA cannot comment on the details of personnel matters, we are vigilant and deliberate in responding to any incidents that reflect a disregard for property and the well-being of our employees.

We regret that this has become a distraction from the work of the overwhelming majority of EPA staffers who are dedicated public servants focused on protecting human health and the environment. We will stay focused on the critical work that our highly professional scientists, engineers, and legal and policy experts do every day to advance the agency's mission.

1. Has the culprit(s) responsible for the inappropriate behavior been identified? And if the culprit has been identified, how has he or she been held accountable – docked pay,

suspended or fired?

EPA cannot comment on the details of pending personnel matters. We have been and will remain deliberate in responding to any incidents that represent a concern to the well-being of our employees or property.

2. Have there been similar incidents of inappropriate behavior to what has transpired in EPA Region 8 in other agency regions and offices across the country? I ask because EPA employees have cited similar incidents in their emails.

As with any large organization, EPA has dealt with periodic behavioral issues related to its employees. These issues are not unique to the Agency, and in each case EPA has worked to address the issue and ensure the health and safety of its employees.

3. It appears that the Department of Homeland Security (DHS) has been involved in the investigation into these incidents of inappropriate behavior. What has DHS done to help EPA regarding these incidents?

EPA cannot comment on the details of investigations. DHS played a limited role in assisting us in our review of the incidents.

4. Have the incidents of inappropriate behavior stopped? I ask because some emails, including one by EPA Region 8 Administrator Shaun McGrath, say that the incidents stopped after the Feb. 18 memo went out to employees but other documents indicate that the incidents continued after the Feb. 18 memo. Was McGrath not aware of these incidents after the Feb. 18 memo?

Incidents indicative of the inappropriate behavior stopped within approximately one week of the issuance of the February memo. This memo was among several steps taken by EPA earlier this year to address inappropriate behavior in the Denver office. EPA continues to handle any isolated bathroom maintenance issues that arise as appropriate.

5. Are there still increased security patrols at EPA Region 8? Or has the security presence decreased and if so, when did that happen?

EPA adjusted building patrol schedules to ensure a more frequent and consistent presence throughout the building. Those schedules remain in place.

From: Kevin Bogardus [<mailto:kbogardus@eenews.net>]
Sent: Thursday, August 21, 2014 10:24 AM
To: Johnson, Alisha
Cc: Purchia, Liz; Mylott, Richard
Subject: RE: Questions about "inappropriate behavior" at EPA Region 8

Thanks Alisha. Keep me posted.

-Kevin

From: Johnson, Alisha [<mailto:Johnson.Alisha@epa.gov>]
Sent: Thursday, August 21, 2014 10:23 AM
To: Kevin Bogardus
Cc: Purchia, Liz; Mylott, Richard
Subject: Re: Questions about "inappropriate behavior" at EPA Region 8

Thanks for checking in, Kevin. We're working to meet your deadline

Sent from my iPhone

On Aug 21, 2014, at 10:06 AM, "Kevin Bogardus" <kbogardus@eenews.net> wrote:

Alisha, Liz and Rich, Any progress on the below? Please let me know as soon as possible. My deadline is noon today. Thanks for your help.

-Kevin

From: Kevin Bogardus
Sent: Wednesday, August 20, 2014 5:15 PM
To: 'Johnson, Alisha'; 'Purchia, Liz'; 'mylott.richard@epa.gov'
Subject: Questions about "inappropriate behavior" at EPA Region 8

Alisha, Liz and Rich,

Hi, it's Kevin Bogardus with Greenwire.

Myself and a colleague are working on a piece about EPA Region 8's "inappropriate behavior" – such as clogged toilets and feces in the hallway. This behavior attracted wide attention after a Feb. 18 memo that described this behavior and asked EPA employees to stop went public. In response to that memo, Greenwire has obtained more than 800 pages of EPA documents involving this behavior under the Freedom of Information Act. I have attached to this email several of these documents, which I plan to cite in our piece. I have a few questions regarding this, which are:

- Has the culprit(s) responsible for the inappropriate behavior been identified (please see document 06262014_1012_Redacted)? And if the culprit has been identified, how has he or she been held accountable – docked pay, suspended or fired?

- Have there been similar incidents of inappropriate behavior to what has transpired in EPA Region 8 in other agency regions and offices across the country? I ask because EPA employees have cited similar incidents in their emails (please see documents 02182014_1126_Redacted and 06252014_1534).

■• It appears that the Department of Homeland Security (DHS) has been involved in the investigation into these incidents of inappropriate behavior (please see document 03032014_1310_Redacted). What has DHS done to help EPA regarding these incidents?

■• Have the incidents of inappropriate behavior stopped? I ask because some emails, including one by EPA Region 8 Administrator Shaun McGrath, say that the incidents stopped after the Feb. 18 memo went out to employees (please see documents 06252014_1613_Redacted and 06252014_1555_Redacted) but other documents indicate that the incidents continued after the Feb. 18 memo (please see documents 02232014_1814_Redacted, 02282014_1342_Redacted and 06232014_1028_Redacted). Was McGrath not aware of these incidents after the Feb. 18 memo?

■• Are there still increased security patrols at EPA Region 8 (please see documents 02192014_1411_Redacted and 0220_1024_Redacted)? Or has the security presence decreased and if so, when did that happen?

■• EPA Region 8 employees allege that particular individuals are responsible for the incidents of inappropriate behavior, according to the documents. They cite incidents of menstrual blood being smeared on walls (please see document 02192014_1006_Redacted); house keys being stolen (please see document 02192014_0950(2)_Redacted); a printout of rifle (please see document 02242014_1055_Redacted); people bringing gun ammunition into work and other instances of defecation outside the bathrooms (please document 02192014_0851_Redacted). Have these allegations been investigated by EPA and if so, what has been the results of these investigations?

My deadline for this piece is noon EST on Thursday, Aug. 21. Please get back to me before then. Thank you for your help.

Kevin Bogardus

Reporter, Greenwire

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